

# Research on the Human Resources Management Innovation Problems under the Environment of New Economy and Development Mode

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**Abstract.** In this paper, we conduct research on the human resources management innovation problems under the environment of new economy and development mode. Human resource management should have the guarantee of policy and good organization guarantee, on the basis of enterprise development strategy planning and development and completes the top-level design, make human resources development and the development of strategic planning for a long time, in order to improve the cost and benefit of human resources. Our research provides sufficient solutions to the mentioned challenges and drawback which will be meaningful for solving the puzzles.

**Keywords:** Human Resources Management; Innovation Problems; New Economy and Mode.

## Introduction

Human resources are those that are value creation and contribution to the role and can be used in the enterprise of labor and the floorboard of the brain. Human resource management emphasizes the mental and the optimized allocation of labor resources, and attaches importance to both the correct configuration of the role of enterprise development. In a sense, the human resources is to promote social development and progress of one of the most basic, the most important factor, is the first resource in the field of economy. Human resource management are an essential part of enterprise management, is a new field of economic management in the sequence. The main content of the study on human resources

management including human resources recruitment, employment, training and construction of related systems and personnel work performance evaluation, salary management and incentive and training, etc. Human resource management's main goal is through the cooperation of each element of human resources, realize the enterprise economic benefit and promote the efficiency of production, in order to realize the enterprise established strategic objectives [1]. As the enterprise human resources management in the formulation and implementation of enterprise human resources management process, should first clear the main content of human resource management and the goal, constantly improve the enterprise human resources management system, adjust the enterprise human resources work flow, study and explore the domestic and foreign advanced management mode as the implement of fine management of enterprise human resources management work.

Value is mainly manifested in human resource management of human resource management to human resources to better create value for enterprises and ensure the stability of the human resources two aspects, the requirements of each enterprise in the practical work follow the basic requirement of human resource management, to lay a solid foundation for improving the enterprise economic benefit. The value of the human resources mechanism could be summarized as the follows. (1) To strengthen the scientific management of talent. For effective management of personnel is an important work of the human resources department, ask the

human resources department can carry on the scientific configuration of talent, and according to their working condition and working condition to adjust timely, effective, fully stimulate their interest in work, improve their working enthusiasm and initiative, to create more profits for enterprises. (2) Positive training various talents for the enterprise. Talent was called into the enterprise and the human resources department to put in talent for scientific, reasonable, let different levels of talent can give full play to your strengths and expertise, and actively to each kind of systematic professional training, improve their professional quality and professional ability, to better create value for the enterprise. (3) Hiring qualified talents for the enterprise. The human resources department is responsible for enterprise talent recruitment, so according to the actual situation of enterprises to formulate scientific and reasonable personnel recruitment plan, formulate detailed standards of selection of talent, recruitment of qualified talents for the enterprise, for enterprise development and improve the economic benefits of the most fundamental motivation. In the following figure one, we show the principles of the human resources management.

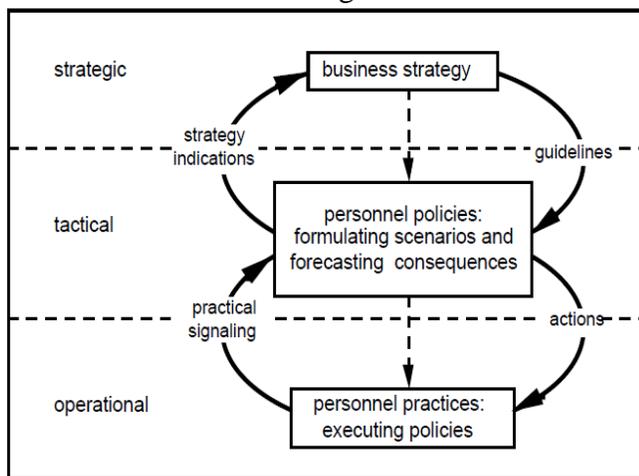


Figure 1. The Principles of the Human Resources Management

In this paper, we conduct research on the human resources management innovation problems under the environment of new

economy and development mode. Change the way the traditional labor personnel management, promote the staff's creativity and enthusiasm to the greatest extent, to ensure sound and rapid economic development, strengthen human resources development and management, is an important subject in modern management and urgent task. In the next paragraphs, we will analyze the tasks from various perspectives to provide an overview of the challenges.

### The Proposed New Perspective and Methodology

**The Environment of New Economy.** Into a person with high-tech as the main motivation of the knowledge economy era, talents become the core strength of the dominant social and economic development [2-3]. Along with the economic globalization and world economic integration further speeding up, the talent competition in the world, for the best talent is important, how to excavate and exert the energy of the enterprises in all kinds of talents, to the enterprise's survival and development of more practical significance. With the arrival of the new era and the development, the development of global economy, culture is changeable and rapid. In the face of such situation, the enterprise in development management will be affected, must change, speed up and catch up with, can adapt the demand of the market such people will face more complicated things which also the human resources management must be one of the challenges. With the advent of the era of new economy and development of culture and development of the new era demand also affect our employees of the enterprise. The cause of our employees demand diversity, no longer like before a single, conservative, entrenched ideas. Because they have relatively more development and choice space, every employee will choose their own way to value on the basis of personality. This is also one of the challenges for the enterprise human resources management and the business maintenance.

With the advent of the era of new economy and development, the market is in constant development, competition also became strong enough, so we must improve the ability and quality of human resources. Improvement of the system of enterprise management, technology use, mills, canthus high benefit, the development of enterprise depends on the efforts of the human resources department. So the human resource management also is bound to need reform and innovation. This is the demand for human resources management, and it is one of the challenges. Along with the time changes, innovation has become the social mainstream, the concept of innovation to drive the development of enterprises. The core of enterprise culture should be focused on the talent of the enterprise, this also is the core of enterprise management, attract and retain creative talents to make enterprises more competitive. This kind of open, flexible and innovative talent thought technology specialization, confident, liquidity is very high and to keep this kind of creative talents, enterprise management must establish a new corporate culture, make the enterprise internal form an incentive model, open atmosphere full of innovation environment, in this environment, enterprise employees can invent, create and carry out technology research and prospect of the future. The culture should be advocated challenging thinking, encourage the general questions of real state, by thinking to improve working conditions. Maybe enterprises need to take some risks, but with the enterprise culture and the attitude of risk and error could stimulate staff's creativity, enhance to the employee motivation to mobilize the initiative and to the talent development of independent space.

**The Human Resources Management Innovation.** The influence of the novel and innovative economic environment, the new enterprise organization form, the change of management organization form, make human resources management is facing new problems. Talent is the main way to enterprise development.

Under the background of new economy era, knowledge and talent become the main factor of enterprise development, knowledge innovation as the enterprise's development and reform make a huge contribution, improved the market competitiveness of enterprises. Therefore, under the condition of modern competition in the market, talent is more independent choice of employment opportunities. Talent is not only by the labor benefits, but the value of the enterprise to create. According to the characteristics of the new situation of enterprise human resources, modern main theories include human resources management. (1) The return of the humanistic management. "People-oriented" to realize humanistic management has become well known slogan management field. With humanistic management idea of people, enterprise human resources management not only with other management integration, and increased to the point of enterprise strategy. The status of human resources as the creative resources has been established, how to with the person this, from the perspective of human nature and psychological, analyzes the contents of humanistic management, the design of the form of self-management and organization form, finally realizes the highest realm of humanistic management in a self-management, is an important topic of the current human resource management. (2) Based on the theory of learning organization, human resource management. Because the knowledge workers have a certain level of knowledge, have certain autonomy and independence in the process of development, in the enterprise human resources management and development, it is difficult to coordinate staff personal knowledge to professional dedication, thus make the enterprise market value development goals and knowledge employee's development goals, not conducive to the establishment of the enterprise knowledge teams. To this, in the process of enterprise human resources management which should be based on knowledge employees' personal will, appropriate to enhance knowledge

workers of understanding the pursuit of the enterprise market development, makes development goal consistent with the enterprise goals.

The root of the human resources is the physical capital and human capital. This kind of human capital embodied in the human society progress and development, we can say is in the process of production tools continuously updated, for science and technology to constantly update. It and the development of economy are proportional to the quantity and quality of human resources. The knowledge economy era enterprises are developing scale to promote economic growth, the entire capital market to promote economic growth. This is a one-sided view, should pay attention to the status of human capital in economic development, the status of the human capital referred to an unprecedented height, scientific and technological progress and laborer's contribution to the economic growth quality should be improved.

Competency theory will influence the development to some degree. We may see from the definition of competency, competency and the job performance features have close relations, based on competency model can predict the future performance of employees, also can judge the enterprise staff working ability of high and low, only those who are able to distinguish high performance and general performance significantly that part of the knowledge and skills can be called competency. Competence refers to the characteristics of the kind of person, such features can be a work apart from the achievements and ordinary, belongs to the deeper level of personal characteristics. Competency model is to point to a particular task role needs to have the sum of competency characteristics, is a specific position decision performance is excellent or qualified necessary competence characteristics of the structure. The following figure two show the optimized mode for management.

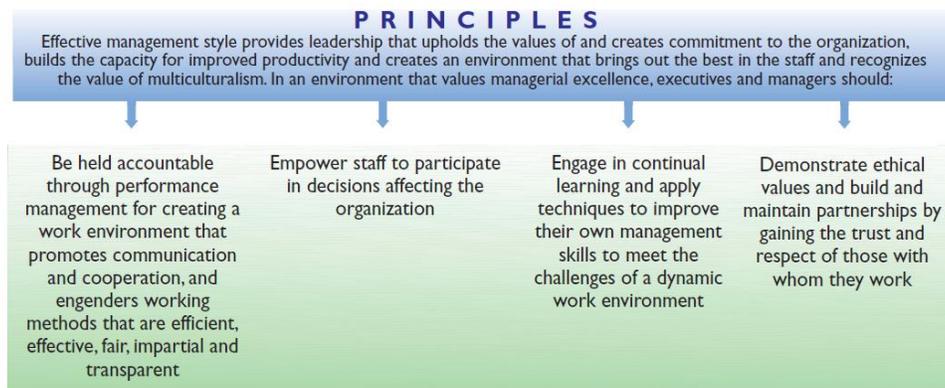


Figure 2. The Optimized Mode for Hunam Resources Management

**The Prospect and the Development Trend.**

In the process of knowledge management is to obtain knowledge, recognition and role play and its aim is to improve the competitiveness of the enterprises. Knowledge management's task is to establish a good atmosphere in the enterprise to create knowledge and the environment, motivate staff to the knowledge sharing, through the use of employees of the enterprise overall wisdom to implement the promotion enterprise's innovation

ability and strain capacity. Due to knowledge acquisition in the new economic era, application and innovation is the enterprise breakthrough point of sustainable development, and is also the enterprise staff should have the quality, so that enterprises in the new era of economic will not only involves the information management, knowledge management and human resource are also important. Human resources in the new economic era are the first resource in enterprises.

Through this methodology, China's enterprises should realize that human resource management practice and theory of deepening the knowledge management and performance management to create to meet the requirements of the new economic era of management mode which will be meaningful.

### **Conclusion**

In this paper, we conduct research on the human resources management innovation problems under the environment of new economy and development mode. In the various social resources, human resource is one of the key resources of, is have a significant impact to the enterprise resources. Human resource configuration is refers to in a specific organization or enterprise, in order to improve the work efficiency and realize the optimization of human resources and human resources of the organization or enterprise for scientific and reasonable configuration. Under the general condition of complete information, reasonable

adjustment of the structure, equipped with the human resource is the unit of choose and employ persons can gives the difference between high and low ability of different treatment. Our research deals with the mentioned issues well which is necessary and urgent.

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